



**BEFORE THE PUBLIC UTILITIES COMMISSION OF THE
STATE OF CALIFORNIA**

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Order Instituting Rulemaking to Establish
Energization Timelines.

Rulemaking 24-01-018

**SOUTHERN CALIFORNIA EDISON COMPANY'S (U 338-E) ANNUAL 2026
WORKFORCE ANALYSIS REPORT PURSUANT TO SECTION 935(a) OF THE
CALIFORNIA PUBLIC UTILITIES CODE**

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Dated: **September 30, 2026**

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Pursuant to Section 935(a) of the California Public Utilities Code, Southern California Edison Company (“SCE”) respectfully submits as Appendix A hereto, its annual analysis of current and future qualified staffing levels for job classifications that support energization process activities.

Respectfully submitted,

ELENA KILBERG

/s/ Elena Kilberg

By: Elena Kilberg

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Appendix A

SCE's Annual 2026 Analysis of Current and Future Qualified Staffing Levels

Pursuant to Cal. Pub. Util. Code Section 935(a)

SCE'S ANNUAL 2026 ANALYSIS OF CURRENT AND FUTURE QUALIFIED STAFFING LEVELS PURSUANT TO CAL. PUB. UTIL. CODE SECTION 935(a)

Pursuant to Section 935(a) of the California Public Utilities Code,¹ Southern California Edison Company (SCE) respectfully submits this annual analysis of its current and future qualified staffing levels for job classifications that support energization process activities.²

I. SCE WORKFORCE STRATEGY

In early 2025, SCE implemented a revised workforce strategy following a significant reorganization of departments responsible for planning and executing capital projects. This reorganization, completed prior to the 2025 General Rate Case (GRC) decision, established new headcount levels and aligned SCE's organizational structure to improve efficiency and effectiveness in capital work planning and execution.

Current Workforce Strategy

- Maintain post-reorganization headcount levels while scaling contract labor up or down to meet fluctuations in demand.
- This approach remains unchanged as SCE continues to evaluate the Commission's recent decision on SCE's 2025-2028 GRC application.³ SCE may adjust staffing strategies in the future.
 - While the specific field crew composition (position adds) continues to evolve, at this time SCE intends to build out the Transmission and Distribution crew headcount to meet the SRIIM target of 2804, specified in the 2025-2028 GRC. SCE will continue to assess staffing levels and will provide more details regarding the field crew additions in a future iteration of this report.
- Keep training budget steady through 2026 and align training budget to incremental hiring in 2027-2028.

¹ Cal. Pub. Util. Code § 935(a) provides: "As part of each annual report, including any updates pursuant to subdivision (e) of § 934, and in each general rate case application, each electrical corporation shall include a detailed analysis of its current qualified staffing level and future required qualified staffing level for each job classification needed to be consistent with the findings and achieve the policies and requirements of this article." The Phase 1 Decision (D.24-09-020) did not provide guidance as to the filing deadline, make any mention of, or otherwise address the annual staffing analysis requirement in § 935(a). On March 19, 2026 the assigned ALJ issued a Phase 2 Amended Scoping Memo and Ruling, which in part will formally consider the § 935 reporting requirements.

² The information and data presented in this workforce analysis report is based on the most current information and data available as of the time of filing. It also contains staffing forecasts based on current assumptions, which are subject to change. SCE will continue to gather, analyze, and validate relevant information and data as it becomes available, and will update this report, as needed, with any revised information and data in future annual report filings.

³ D.25-09-030, Decision on Test Year 2025 General Rate Case for Southern California Edison Company, issued on September 23, 2025 in A.23-05-010.

Rationale for Current Workforce Strategy

- At this time, planned capital deployment, including customer energization work, supports maintaining current headcount levels through the end of 2026. However, as SCE continues to evaluate and implement the Phase 1 Decision in the Establishing Energization Timelines OIR, SCE may identify compliance-related or other activities that require increases or adjustments to the current staffing strategy. Any such adjustments will be communicated in future iterations of this report.
- While significant load growth is anticipated during the 2025-2028 GRC period, overall capital deployment is expected to remain modest.
- Efficiency gains are projected through process improvements and deployment of next-generation enterprise software (e.g., SAP update).
- SCE's training strategy accounts for movement and attrition, with anticipated increases in field crew class sizes, but does not yet reflect a finalized growth scenario.

Status of GRC Integration

The current 2026 workforce strategy is considered appropriate to ensure sufficient resources for planning and executing capital projects, including customer energization, while maintaining flexibility to adapt to future changes.

- Throughout early 2026, SCE continued to assess GRC determinations to identify the specific adjustments needed to meet the SRIIM headcount target in the GRC; this evaluation is ongoing.

II. SCE WORKFORCE

Since SCE's previous update, submitted March 31, 2026, as of September 15, 2026, across eight key job classifications which include Project Management, Design/Planning, Engineering, Permitting, Underground Civil, Scheduling, Field Crew, and Meter Operations that support energization process activities for which the IOUs are responsible, current staffing level totals have increased from 3,018 employees to 3,043 employees.⁴ This workforce analysis report focuses on these eight job classifications as the positions on these teams have the most direct impact on the execution of utility-controlled activities within steps 2, 4, 6, 7, and 8 in the 8-step energization process established in D.24-09-020. Please refer to Tables 1, 2, and 3 below. As SCE continues to refine processes and system updates that support energization activities additional relevant information may become available that could be included in future annual staffing analysis reports.

⁴ The employees in the eight identified job classifications do not in all cases exclusively support energization-related activities and may also perform other functions.

Table 1: Current SCE Overall Workforce

2026 YTD Workforce

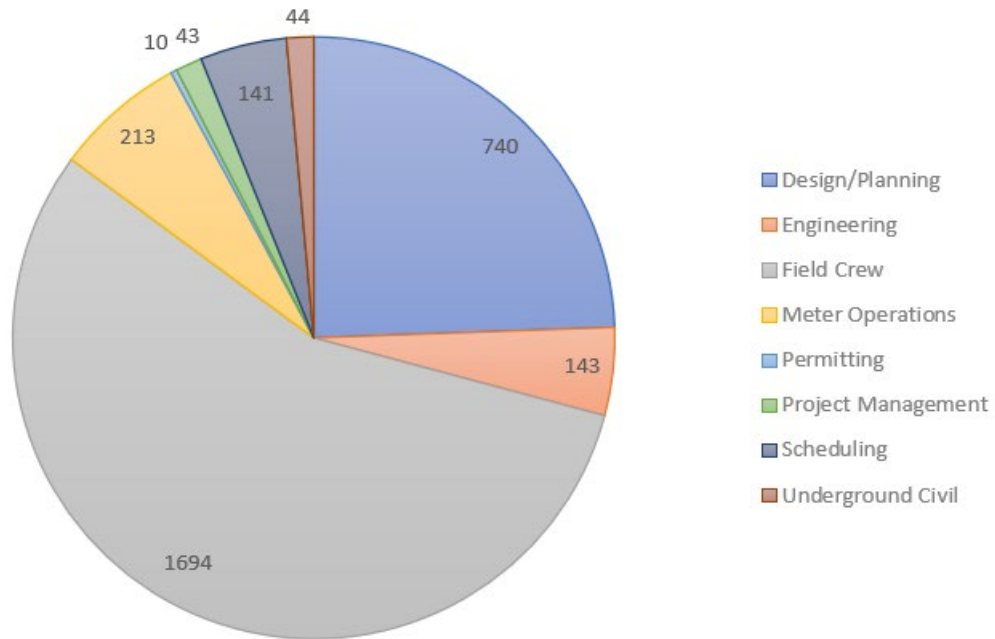


Table 2: SCE Current Workforce by Key Job Classifications

Line No.	Job Group	YTD 2026
1	Design/Planning	755
2	Engineering	143
3	Field Crew	1,694
4	Meter Operations	213
5	Permitting	10
6	Project Management	43
7	Scheduling	141
8	Underground Civil	44
Grand Total		3,043

Table 3: SCE Current Workforce by Job Position

Line No.	Grouping by Job	YTD 2026
	Design/Planning	755
1	Design/Drafting, Assoc Spec	27
2	Design/Drafting, Specialist	132
3	Planning, Advisor	55
4	Planning, Assoc Spec	28
5	Planning, Specialist	234
6	Planning, Sr Spec	179
7	Q Cntrl / Inspection, Specialist	37
8	Tech Spec, Assoc Spec	63
	Engineering	143
9	Eng, Mgr	2
10	Engineer 1	17
11	Engineer 2	51
12	Engineer 3	32
13	Sr Engineer 1	33
14	Tech Spec, Advisor	8
	Field Crew	1,694
15	Form Electl Crew	175
16	Groundman	616
17	Journeyman Lineman	504
18	Lineman, Apprentice	173
19	Splcr Sr Cble	12
20	Troubleman	214
	Meter Operations	213
21	Meter Technician 5	57
22	Meter Technician 6	8
23	Repr Fld Srvce 2	114
24	Repr Supvg Fld Srvce	34
	Permitting	10
25	Agency Coordntn, Specialist	10
	Project Management	43
26	Elec Trans &/Or Distrib Prj Mgr	23
27	Proj Mgmt Support - Const, Specialist	5
28	Proj Mgmt Support - Const, Sr Spec	15
	Scheduling	141
29	Production Specialist	115
30	PRS, Sr Sup	26
	Underground Civil	44
31	Q Cntrl / Inspection, Specialist	6
32	Q Cntrl / Inspection, Sr Spec	38
	Grand Total	3,043

III. ROLE DESCRIPTIONS FOR SCE KEY ENERGIZATION-RELATED JOB CLASSIFICATIONS

SCE is focusing this staffing analysis report on the primary eight key job⁵ classifications that support energization process activities. The following is a high-level description of the energization roles and process responsibilities performed by each of the identified job classifications, including the various activities for which those roles are responsible.

1. Project Management:

The Project Management team supports large-scale residential and commercial subdivisions (greater than 5 lots, 2 points of service), all applicant designed projects, and electric vehicle (EV) projects across SCE's Transmission and Distribution service territory. Project Managers oversee the entire project lifecycle—from concept and initiation through design, scheduling, construction, and energization—ensuring projects remain on track and customers are informed throughout. The team plays a critical role in delivering complex projects efficiently, ensuring compliance, and maintaining strong customer relationships through proactive communication and coordination.

- **Project Oversight and Coordination**
 - Guide customers through all project stages, keeping track of project milestones and adhering to energization timelines.
 - Coordinate with internal stakeholders to resolve challenges and advance projects.
 - Engage external stakeholders, including cities and government agencies, as needed.
- **Customer Requirements and Compliance**
 - Ensure all customer and project requirements are met, including contracts, invoices, city/civil releases, environmental clearances, and easements.
 - Maintain alignment with SCE standards and regulatory obligations throughout the energization process.
- **Customer Communication**
 - Serve as primary Point of Contact / Subject Matter Expert (SME) for customers, providing updates and clarifying SCE / customer roles and responsibilities during the project lifecycle.
- **Typical Roles**
 - Positions include Distribution Project Managers, who manage larger and more complex customer requests, and Project Management Support Staff such as Construction Senior Specialists and Construction Specialists.

⁵ Eight key job classifications include Project Management, Design/Planning, Engineering, Permitting, Underground Civil, Scheduling, Field Crew, and Meter Operations

- Support staff assisting customers with applications submitted through SCE's Building, Renovation, and Project Planning Portal (BRPPP) and provide overall project support.

2. Design/Planning:

The Design/Planning team is responsible for developing and preparing work orders, drawings, and construction plans for residential, commercial, and electric vehicle (EV) customer projects. Their primary activities occur during the following stages of the energization process: Step 1 – Customer Intake, Step 2 – Design/Engineering, and Step 4 – Utility Dependencies. The Design/Planning team plays a critical role in ensuring timely and efficient project delivery while maintaining technical accuracy, regulatory compliance, and strong customer communication.

- **Project Design and Scope**
 - Determine scope of work, service method, and construction approach for overhead and underground facilities.
 - Ensure compliance with SCE standards and regulatory requirements.
- **Work Order Development**
 - Prepare detailed work orders, drawings, and construction plans for projects of varying complexity.
 - Manage and coordinate projects, interfacing with internal departments, external organizations, and governmental agencies.
- **Customer Engagement**
 - For those projects that are not assigned to a Project Manager, act as the initial Point of Contact / SME for customers, explaining the 8-step energization process established by the Commission in D.24-09-020, and clarifying roles and responsibilities.
 - Communicate project milestones in alignment with SCE's approved Customer Engagement and Communication Plan.⁶
- **Leadership and Mentorship**
 - Senior staff provide guidance, direction, and mentoring to junior team members.
 - Influence operational and financial decisions within the planning process.
- **Typical Roles**
 - Positions include, but are not limited to, Planning Advisors, Planning Specialists, and Planning Senior Specialists within District and New Business disciplines.

⁶ Advice Letter 5420-E-A, p. 12.

3. Engineering:

The Engineering role involves performing engineering assessments and technical studies to ensure safe and reliable integration of new loads and projects into the electrical distribution and sub-transmission systems. The Engineering Team is most active in Step 2 of the energization process – Design/Engineering. Engineering requires strong technical expertise in planning and analyzing power systems, protection coordination, interpretation of technical standards and regulatory rules, proficiency with modeling tools, and collaborative coordination across engineering disciplines.

- **Distribution Engineering**

- **Engineering Analysis (EA)**

- Conduct Engineering Analysis (EA) for incoming Rule 15, 16, and 29 load growth projects, assessing Distribution System impacts, operational requirements, and capital project needs.
 - Assess service delivery plans and potentially identify new service methods or line extension needs based on system capacity availability.
 - Track known load growth projects for use in system planning and forecasting.
 - Perform load flow analysis using modeling tool and assess system impacts including thermal loading, protection and voltage adequacy, as well as identifying system upgrade needs.

- **Upstream Capacity Upgrades and Capital Project Development**

- Develop scope for identified upstream capacity upgrades due to incoming load growth to expand or reinforce the grid.
 - Identify and develop scope for other system needs including reliability, protection, and voltage requirements.

- **Design and Project Execution Technical Support**

- Conduct short circuit duty calculations and assess protection requirements, collaborate with Protection Engineering for external fusing requirements and protection coordination.
 - Ensure compliance with design standards, avoiding infractions (e.g., dead-end feeder violations, downstream customer counts).
 - Support Distribution Field Crews with Arc Flash safety requirements and any operational support.

- **Customer Engagement**

- Support Project Management and Planning with customer conversations and provide technical guidance.

- **Protection Engineering**

- Perform fuse sizing and protection coordination studies for large transformers that are not internally fused.

- **Sub-Transmission and Transmission System Planning**

- Conduct EA studies for larger projects, assess system impacts and identify upstream capacity needs.
- **Typical Roles**
 - Positions include Senior Engineers, Engineers levels 1-3, and Technical Specialist Advisors.

4. Permitting:

The Permitting team is responsible for securing excavation, encroachment, and traffic control permits required for construction activities in public and Caltrans rights-of-way. The Permitting team is most active in Step 4 of the energization process – Utility Dependencies. This team plays a critical role in ensuring timely and efficient delivery of required permits while maintaining technical accuracy, regulatory compliance, and strong customer communication and engagement with both internal departments and external agencies.

- **Primary Deliverables**
 - Secure excavation, encroachment, and traffic control permits required for construction activities in public and Caltrans rights-of-way.
 - Ensure compliance with regulatory requirements and negotiate with external agencies as needed.
 - Provide SME support to navigate permitting complexities arising from electrification ensuring compliance with Caltrans and AHJ requirements, while managing core permitting, compliance, and agency negotiations.
 - Submit permit request documentation and follow up with permitting authorities to secure all permits within a timeframe that aligns with project milestones.
 - Maintain alignment with SCE standards and regulatory obligations throughout the energization process.
- **Communication**
 - Facilitate coordination and communication between internal teams and external agencies to streamline permitting processes and timelines.
 - Coordinate with internal stakeholders to resolve challenges and advance projects.
 - Engage external stakeholders, including cities and government agencies, as needed.
- **Safety**
 - Maintain focus on safety, cost control, and positive stakeholder relationships throughout the permitting lifecycle.

- **Typical Roles**

- Typical positions include, but are not limited to, Agency Coordination Specialists.

5. Underground Civil:

Across SCE's service territory, the Underground Civil team is responsible for conducting inspections for a variety of residential, commercial and electric vehicle (EV) projects. This team plays a critical role in ensuring safe and compliant energization of underground distribution facilities through the delivery of comprehensive facility inspections ensuring compliance and maintaining strong customer relationships through proactive communication and coordination. For Rule 29 projects only, in addition to the activities listed below, SCE is responsible for executing civil construction activities such as excavation and installation of all required conduit and structure facilities. Underground Civil is most active in Step 6 of the energization process – Utility Site Readiness.

- **Comprehensive Facility Inspection**

- Conduct detailed visual inspections of underground structures and equipment using approved guidelines and manuals.
- Verify equipment configuration and numbering; identify discrepancies and infractions caused by third parties.

- **Customer Requirements and Compliance**

- Ensure all customer site readiness requirements are met.
- Maintain alignment with SCE standards and regulatory obligations throughout the energization process.

- **Communication**

- For Step 6 activities, acts as the Point of Contact / Subject Matter Expert (SME) for customers, providing updates and clarifying roles and responsibilities as related to site readiness activities.
- Guide customers through the inspection process, striving to achieve site readiness milestones necessary to adhere to energization timelines.
- Coordinate with internal stakeholders to resolve inspection-related challenges and advance projects.
- Engage external stakeholders, including cities and government agencies, as needed.

- **Data Integrity and Record Updates**

- Ensure accurate asset and mapping records by documenting found structures, missing assets, and corrections.
- Confirm pending work and update notifications to reflect current field conditions.

- **Typical Roles**

- Typical positions include, but are not limited to, Inspection Senior Specialists (more complex activities) and Inspection Specialists (less complex activities)

6. Scheduling:

The Scheduling team within the Distribution organization ensures the safe, efficient, and timely execution of the work/project by coordinating people, materials, and priorities. The scheduling and resource management function acts as the operational hub that integrates planning, materials, and field execution. Its goal is to deliver the work program efficiently and safely, ensuring crews are fully utilized, jobs are ready, and priorities are met. Scheduling teams have the most significant impact in Steps 7 and 8 of the energization process – Construction and Service Energization.

- **Work Scheduling and Optimization**
Developing daily and weekly schedules that maximize crew productivity while meeting regulatory and customer deadlines. This involves balancing different types of work—such as maintenance, new construction, and emergency repairs—and adjusting plans as conditions change.
- **Work Readiness and Coordination**
Verifying that all prerequisites for scheduled jobs are complete, including designs, permits, clearances, and material availability. Coordination with Planning, Engineering, and Field teams ensures that work packages are complete and ready for execution.
- **Material and Resource Management**
Confirming that required materials and equipment are staged and available to avoid delays. Managing yard operations and resource allocation to support uninterrupted work execution.
- **Real-Time Schedule Management**
Monitoring progress throughout the day and adjusting schedules to keep crews productive. Responding to urgent jobs, cancellations, or early completions by reassigning tasks as needed.
- **Safety and Performance Oversight**
Enforcing safety standards for employees and the public, conducting safety checks, and monitoring compliance. Tracking performance metrics such as schedule adherence, productivity, and labor costs to identify improvement opportunities.
- **Data and Reporting**
Maintaining accurate records in scheduling systems and generating reports for operational performance and compliance tracking.

7. Field Crew:

The Field Crew team is primarily responsible for activities associated with Step 7 of the energization process – Construction, focusing on the installation of electrical materials and equipment on the utility side of the customer’s meter panel. This team plays a critical role in the physical execution of construction and energization activities, ensuring timely completion of projects and adherence to safety and quality standards.

- **Construction and Installation**
 - Deliver and stage materials at job sites.
 - Install cable, wire, and electrical equipment such as switches and transformers.
 - Perform equipment outages and energization/re-energization of newly installed materials, ensuring safety for both the public and crew members.
- **Project Scope**
 - Support projects ranging from Main Panel Upgrades (MPUs) to large-load, multi-phase residential and commercial installations, including electric vehicle (EV) requests.
 - Adapt to varying complexity of energization work, requiring diverse field crew resources.
- **Safety and Compliance**
 - Execute all construction activities in compliance with SCE safety standards and operational procedures.
- **Typical Roles**
 - Positions include, but are not limited to, Electrical Crew Foreman, Linemen, both Journeymen and Apprentice, and Groundmen.

8. Meter Operations:

The Meter Operations team primarily supports Step 8 of the energization process – Utility Service Energization, the final stage of the energization process. Meter Operations Technicians are responsible for installing and, when necessary, removing meter equipment in customer panels. The team plays a critical role in completing the energization process, ensuring accurate meter installation and safe service activation for customers.

- **Meter Installation and Removal**
 - Perform installations ranging from simple self-contained plug-in meters to complex, highly technical wiring and equipment setups for large distribution and primary voltage-level loads.
 - Ensure all work is completed safely for both the public and technicians.
- **Project Scope and Complexity**
 - Support a wide range of projects, from standard residential service to large-scale commercial and electric vehicle (EV) requests requiring advanced technical expertise.
- **Safety and Compliance**
 - Execute all activities in accordance with SCE safety standards and operational procedures.
- **Typical Roles**
 - Positions include, but are not limited to, Field Service Representative Supervisors, Meter Technicians (for more complex installations), and Field Service Representatives (for less complex work).

IV. 2026-2028 SCE WORKFORCE FORECAST

To support timely completion of energization projects, resources assigned to the eight key job classifications have taken responsibility for most of the work associated with energization process requirements and CPUC-established targets and timelines. These eight key job classifications are instrumental in maintaining project timelines and ensuring compliance with regulatory requirements. While SCE anticipates an increase in new business requests and associated load growth needed to serve those requests, SCE intends to manage this work within our current staffing levels. However, as SCE continues to implement the compliance requirements in the Phase 1 Energization Timelines OIR Decision, SCE may identify compliance or other activities that require increases or adjustments to the current staffing strategy, which will be communicated when available, in future iterations of this report.

Currently, the staffing forecast for 2026-2028 remains essentially unchanged from the headcount provided in SCE's December 2025 work analysis report, considering current positions filled and vacancies (Tables 4 and 5 below). This forecast does not account for the SRIIM Field Crew positions that may be necessary to meet the SRIIM target outlined in the GRC and are still under evaluation. In the short term, if work demand increases beyond current staffing capacity in any job group, SCE will supplement its workforce with contractors as needed, following an established process. In the long term, as the scope and volume of energization-related activities continues to evolve, SCE will adjust staffing levels as necessary to maintain operational efficiency and regulatory compliance.

Between 2026 and 2028, SCE has forecasted a total of 3,465 positions⁷ for the eight key job classifications identified above (excluding the SRIIM Field Crew positions that are under evaluation, as indicated above), reflecting SCE's commitment to meeting operational needs and regulatory requirements. For 2026-2028, this results in a forecasted headcount of 3,465 annually, assuming all budgeted vacancies are filled.

⁷ The employees in the eight identified job classifications do not in all cases exclusively support energization-related activities and may also perform other functions.

Table 4: 2026-2028 SCE Workforce Forecast by Key Job Classification

Line No.	Job Group	Current Staffing					Remaining Vacancies to Fill in
		09/15/2026	2026	2027	2028	2026	
1	Design/Planning	755	834	834	834	79	
2	Engineering	143	187	187	187	44	
3	Field Crew	1,694	1,984	1,984	1,984	290	
4	Meter Operations	213	205	205	205	-	
5	Permitting	10	11	11	11	1	
6	Project Management	43	61	61	61	18	
7	Scheduling	141	136	136	136	-	
8	Underground Civil	44	47	47	47	3	
Grand Total		3,043	3,465	3,465	3,465	435	

Table 5: 2026-2028 SCE Workforce Forecast by Job Group Position

Line No.	Grouping by Job	Total Forecasted Positions
	Design/Planning	834
1	Design/Drafting, Assoc Spec	61
2	Design/Drafting, Specialist	106
3	Planning, Advisor	61
4	Planning, Assoc Spec	32
5	Planning, Specialist	229
6	Planning, Sr Spec	186
7	Q Cntrl / Inspection, Specialist	45
8	Tech Spec, Assoc Spec	114
	Engineering	187
9	Engineer 1	35
10	Engineer 2	56
11	Engineer 3	42
12	Sr Engineer 1	42
13	Tech Spec, Advisor	12
	Field Crew	1,984
14	Form Electl Crew	178
15	Groundman	546
16	Journeyman Lineman	696
17	Lineman, Apprentice	327
18	Splcr Sr Cble	15
19	Troubleman	222
	Meter Operations	205
20	Meter Technician 5	54
21	Meter Technician 6	8
22	Repr Fld Srvc 2	100
23	Repr Supvg Fld Srvc	43
	Permitting	11
24	Agency Coordntn, Specialist	11
	Project Management	61

25	Elec Trans &/Or Distrib Prj Mgr	34
26	Proj Mgmt Support - Const, Specialist	8
27	Proj Mgmt Support - Const, Sr Spec	18
	Engy Del / Distrib, Sr Spec	1
28	Scheduling	136
29	Production Specialist	109
	PRS, Sr Sup	27
30	Underground Civil	47
31	Q Cntrl / Inspection, Specialist	9
	Q Cntrl / Inspection, Sr Spec	38
	Grand Total	3,465

Proactive workforce planning enables SCE to maintain service reliability and achieve regulatory compliance. The projected headcount for 2026 remains unchanged from the headcount provided in our December 2025 work analysis report, accounting for current positions occupied and vacancies. This projected headcount stability is supported by anticipated efficiency gains from SCE's recent internal reorganization, the adoption of new technology and processes, and other productivity improvements.

V. CONCLUSION

SCE is committed to maintaining sufficient staffing levels across the eight key energization-related job classifications to achieve the policies and requirements of the Powering Up Californians Act. However, higher-than-expected demand for new service connections and/or changes in regulatory requirements over the next several years could necessitate a re-evaluation of SCE's staffing needs and updates to the workforce analysis presented in this report.